



Anti-Bullying Policy

Aims

We aim, as a Church School, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

Bullying is wrong and damages individuals in different ways. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We ensure that all adults and children in our school are respected and respect others, their cultures, their differences and their opinions.

We encourage in our children a sense of care and tolerance and the courage to take responsibility for their own actions.

This policy applies to the whole school community; parents, staff, children and visitors to school. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school

DfE guidance defines bullying as actions that are deliberately hurtful, and which happen on a regular basis over time. Bullying is a verb, not a noun – a behaviour that we can change, not a person to be labelled. Bullying can be direct (either physical or verbal) or indirect (either being ignored or not spoken to).

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting or any other use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact, abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber mobile threats by text messaging and calls, e-mail and internet chat room misuse.

It is important to understand that bullying behaviour is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying behaviour if it is targeted and repeated.

Parents can play an important role in detecting potential bullying by being aware of the possible signs:

- ***Not wanting to go to school***
- ***Damage to clothes, books etc***
- ***Bruises and scratches***
- ***A decline in the standard of work***
- ***Becoming withdrawn, unhappy***
- ***Not sleeping***

- **Bed wetting**

It is generally a combination of these signs, not necessarily one that may indicate a child is being bullied. If a parent suspects bullying it is vital that the school is informed as soon as possible. This would be the class teacher in the first instance.

Parents also need to prepare children for the day to day playground squabbles and disagreements that do not constitute bullying.

Children need to feel secure enough to report any incident to a member of staff.

All Staff (including support staff) play an important role in observing children around school and noting any changes in individual behaviour that may suggest problems with a child and their relationships in school. All staff have an important role in communicating the anti-bullying ethos of the school.

All reports of bullying will be taken seriously and will be investigated fully.

Course of action in response to the reporting of an incident of Bullying

- All staff will be ready to deal with any incident that is brought to their attention
- Staff will see separately the 'victim', 'instigator' and any 'witnesses' in order to establish an accurate account of events. A written report (dated and signed) will be made if the incident is deemed to be serious. The Headteacher will always be alerted to the situation. Staff should aim to find out,
 - What happened?
 - Why did it happen?
 - Who was involved?
 - Where did the incident take place?
 - When did it occur?
 - How do you think we can resolve this?
- A no blame approach will be used when initiating discussion with both the 'victim' and 'instigator'.
- If an act of bullying is found to have happened then the child will be given a **final warning** and the opportunity to talk about the situation with either the class teacher or Headteacher and parent's will be contacted to inform them about the situation. Any repeat of the bullying behaviour will be dealt with appropriately and parents will be invited into school to talk about the situation. Any bullying behaviour that continues after a final warning may lead to exclusion for a fixed period of time.

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